

MSc in People and Organisational Development

Selection Criteria

Self-managed learning

Demonstrates an interest in and willingness to undertake self managed learning, and demonstrates creativity in being prepared to move beyond previous boundaries. Wants to engage in forward thinking, predicting emerging needs in management development. Is open to challenge from self and others, open to new ideas and is prepared to engage in thinking about beliefs, values and ethical issues. Able to pursue individual study, and shows evidence of CPD

Intellectual capability

Has graduate level of intellectual ability, which shows itself in being able to evaluate information from a variety of sources using critical and analytical approaches. Has a capacity for reflection, critical thinking and communication to produce effective verbal arguments.

Standard of written work

Expresses ideas clearly on paper in fluent English, Has graduate level of intellectual ability, which shows itself in being able to evaluate information from a variety of sources, providing critical analysis and structured arguments

Interpersonal skills

Is able to work with and communicate fluently with others, in a group. Engages actively with others, demonstrates active listening, asks questions to uncover information or to clarify points, helps others to learn through challenge and support, is open to feedback and new ideas. Shows sensitive care and concern in facilitating understanding of cultural and other differences.

Understands Business/Organisational Issues

Is sensitive to business, organisations and the needs of managers, in both commercial and non-commercial organisations. Has several years experience of practising development and a track record of achievement. Has moved round parts of the organisation and actively networked, offering suitable development solutions that hold good in practice.

Commitment and Motivation

Able to act independently with focused energy in order to achieve tasks and stick with a project or programme. Can provide evidence of organising work, managing multiple priorities and meeting deadlines Able to balance work requirements with demands of the programme, and demonstrates resilience and energy that maintain a high level of working over many months.

Application of Learning

Has a clear understanding of how this programme will contribute to their career plans. Has the opportunity to apply learning to work practice and make the link between theory and practice. Has organisational support to do this.